



State of California
Employment Training Panel

Training Proposal for:

MJ Avila Company, Inc.

Agreement Type: Small Business

Agreement Number: ET09-0289

Panel Meeting of: **October 17, 2008**

ETP Regional Office: **Sacramento**

Analyst: J. Sakamoto

CONTRACTOR:

- Type of Industry: Construction:
Priority Industry: ☒ Yes ☐ No
- Contractor's # of Full-Time Employees
 - California: 35
 - Worldwide: 35
 - Number to be trained: 17
- Turnover Rate: 10%
- Repeat Contractor: ☐ Yes ☒ No

CONTRACT:

- Training Project Profile: SET/HUA/Retrainee
- ETP Funding Amount: \$14,144
- In Kind Contribution: \$14,144
- Average Cost per Trainee: \$832
- Post Retention Wage: \$12.85
- Health Benefits: \$3.00 per hour
- Occupations to be Trained: Office Staff, Operators, Frontline Superintendents/Field Staff
- Training Menu:
 - ☒ Business skills ☐ Literacy skills
 - ☒ Commercial skills ☐ Management skills
 - ☒ Computer skills ☐ Manufacturing skills
 - ☒ Cont. Improvement ☐ Other:
- Range of Hours: 8 - 60 Weighted Average: 32
- Multiple Job Numbers: ☐ Yes ☒ No

- County(ies) Served: Fresno
- Union Representation: ☐ Yes ☒ No
- Subcontractor: To Be Determined
- Third Party Services: To Be Determined

INTRODUCTION

Founded in 1980, MJ Avila Company, Inc. (MJ Avila) performs both general engineering & building construction services. From 1980 to 2000, MJ Avila was a specialty contractor in the heavy earthmoving, grading, and land leveling business. From 2000 to present, the company has been expanding into general contracting business to offer more opportunities to employees. The company specializes in tenant improvements and renovations, as well as grading, for public and governmental markets.

ETP funding will allow the company the ability to provide a structured, company-wide training program to teach its frontline workforce the skills needed to become a high performance workplace.

MJ Avila is eligible for SET funding under Title 22, California Code of Regulation (CCR), Section 4409(a) to train frontline workers that earn at least the state hourly wage.

Wage Modification

MJ Avila is requesting a modification below the SET Frontline wage for training at its facility in Fresno, which is in a High Unemployment Area (HUA). MJ Avila is requesting \$12.85 per hour as a minimum wage in accordance with Title 22, CCR, Section 4429(c). This is the ETP minimum wage for Fresno County. In other words, the company is asking for a wage modification below the statewide average hourly, but not as low as allowed under HUA. (The HUA wage for that county is \$9.64 per hour).

RECOMMENDATION

Staff recommends approval of this proposal including the wage modification.